



CSEA CLIPBOARD

"We are only as strong as our members."

FALL 2019

President's Message

Welcome to Fall 2019 Cerritos College Chapter #161,

I hope everyone had a wonderful summer and are looking forward to cooler days. The Fall semester is in full swing and there are many things going on at Cerritos College.

Now that negotiations for 2018-2019 are finished, I would ask the chapter members to please be patient and recall that the district has 45 workdays to issue our retro checks. I would also like to take this opportunity to thank the negotiation's committee, and the Negotiation Team Lead by Chief Negotiator David Ward, Kim Applebury, Danylle Williams-Manser, Lynn Laughon, and Tim Kyllingstad, for all their hard work and dedication.

I would like to thank our members that stepped up to the plate during a very tense and stressful threat to our campus on September 3, 2019, especially our Classified Campus Police, Dispatcher, and Staff. I heard amazing stories of how our Classified Staff assisted students and other staff during this difficult day. I am aware that there were some issues but working together as a campus, I am confident that we together can make improvements. It has been so nice to see our members engaging in conversations and asking questions about what is going on within our Chapter, attending Chapter meetings, and representing CSEA on committees. We as members should always remember that each of us have a voice when it comes to our Chapter and a voice when we represent CSEA here on campus.

CSEA President Ben Valdepena will be visiting us at our October 23, 2019, Chapter meeting. Hope to see you there! As my first year as your Chapter President is slowing winding down, and I continue to grow as a leader, I would like to thank everyone that support me. Our chapter has faced many challenges and I have learned a lot about our members and myself. I look forward to what the future holds for Cerritos College Chapter #161, and the many successes we will continue to have together.

In Unity and Strength,

Kathy S. Hogue
President, CSEA Chapter #161

President

Kathy Hogue, ext. 2535

1st Vice-President

Danylle Williams-Manser, ext. 2787

2nd Vice-President/Chief Job Steward

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Lynn Laughon, ext. 2290



HISPANIC HERITAGE MONTH

SEPTEMBER 15 - OCTOBER 15

Why Do We Celebrate?

Hispanic Heritage Month is upon us; the celebration begins on September 15 and is set to continue for a full month until October 15. The purpose of the celebratory month is to recognize the contributions and vital presence of both Hispanic and Latino Americans to the United States and to observe their native heritage and contributing culture. The history of Hispanic Heritage Month has deep roots in the United States, the month long observation began in 1968, and always begins in the fall of each year. Originally the celebration was not a month long; in fact it was only a week. President Lyndon Johnson first approved Hispanic Heritage Week in 1968, and was expanded to a full month by President Ronald Reagan in 1988. Finally, Hispanic Heritage Month was officially enacted into law on August 17 of that year.

September 15 was not a date chosen at random; in fact the date contains a large amount of significance for multiple Hispanic nations. According to USA.gov, the date is the anniversary of independence of five Latin American countries: Costa Rica, El Salvador, Guatemala, Honduras and Nicaragua. They all declared independence in 1821. In addition, Mexico, Chile and Belize celebrate

their independence days on September 16, September 18, and September 21, respectively. Hispanic Heritage Month was enacted to celebrate the fundamental contributions Hispanics have made to the growth, vitality and culture of North America.

Here are some FIRSTS by Hispanic Americans:

- U.S. Surgeon General: Antonia Coello Novello from 1990 to 1993. She was also the first woman to ever hold the position.
- U.S. Supreme Court Justice: Sonia Sotomayor in 2009
- General, U.S. Army: Richard E. Cavazos in 1976. He later became the Army's first Hispanic four-star general.
- Astronaut: Franklin Chang-Diaz in 1986. He flew a total of 7 space-shuttle missions.
- Female astronaut: Ellen Ochoa in 1991.
- NFL Player: Ignacio "Lou" Molinet in 1927.
- Pulitzer Prize for Fiction: Oscar Hijuelos in 1990 for his novel *The Mambo Kings Play Songs of Love*.
- U.S. Attorney General: Alberto Gonzales in 2005.

(Sources: latintimes.com, democratandchronicle.com)

CSEA EDUCATION

Maintenance and Operations Academy puts active shooter training front and center

by Shannon Carr, scarr@csea.com, 9/20/19

In this day and age, Board Member Bill Hagar will readily admit he is among the many people living on high alert due to tragedies happening across the nation. As a custodial grounds worker for 32 years, he says he is far more conscious of his surroundings working on campus than he would have been 20 years ago. And his fear doesn't come without reason.

"Because of what's happening in the country, the mass shootings around are just scary," he said.

So far in 2019, there have been 22 shootings at elementary, middle and high schools and on college and university campuses across the United States in which someone was hurt or killed, according to a CNN article from July 26. This number continues to climb year after year, and is put front and center with active shooter and other trainings occurring with not just staff but students.

This year's Maintenance and Operations Academy will train attendees to be "Prepared, Not Scared," the theme of September's National Preparedness Month. Event committee chair Hagar said due to a large demand the focus of this year's event will be the ALICE (Alert, Lockdown, Inform, Counter, Evacuate) training, led by Matthew "Shane" Dishman, Association 1st Vice President and a police officer for 32 years. Dishman has worked with the Kern High School District since 1998.

"The districts are not required to provide classified employees with this training and so we felt that it was important, and people were asking for it," Hagar said.

Dishman will enlighten attendees during the training with his wealth of knowledge he has gained as an instructor in a multitude of areas in law enforcement. He will also put the spotlight on drug/alcohol/narcotics awareness, violence and gangs. For the last 25 years, he has been teaching about drug, alcohol, drug trends, violence and parenting skills, and he is also a certified drug recognition expert.

Dishman knows that training such as this is not just important to the success of your career, but also your personal wellbeing.

"Training is vitally important in the growth and preparation of dealing with what can affect you at work and elsewhere today," Dishman said. "It shows a willingness to learn and expand your knowledge base. It also shows you're willing to go the extra mile to improve your situation and aids in the advancement of your resume and career."

Academy topics will include:

- ALICE training
- Crisis stress management for everyday use
- Drugs and alcohol/narcotics awareness, violence and gangs

This year's academy is being held in five different locations across the state of California, each chosen because they are where the majority of maintenance and operations members are located, Hagar said.

Register today at www.csea.com/MO for the next one-day (9 a.m.-5 p.m.) training:

Saturday, October 12, 2019
 Upland Junior High School
 444 E. 11th Street
 Upland, Calif. 91786

Please note: You do not have to be a facilities or maintenance employee to participate.



Student Loans Weighing You Down?

CSEA recognizes that student loan debt is a major burden for many Americans, including many CSEA members. To assist members with this burden, CSEA offers The Jody Bell Member Student Loan Reducer Program.



Applicants must be members in good standing of CSEA and must have at least \$10,000 in outstanding federal or private student loan debt. The debt must be the applicant's own debt from their own schooling (not co-signed debt for another person's schooling). Also, applicants must be a graduate of a U.S. accredited college or university with a degree. Selection of grant recipients will be made by the CSEA Scholarship Committee after all applications are received. Grants are awarded on the basis of the essay submitted and any CSEA activities.

Complete the application and submit it to CSEA along with all required supporting documentation by February 15. Applicants will be notified of their award status by the end of March.

Download application at: https://www.csea.com/web/Portals/0/csea_pdf/forms/8647_fm.pdf
(You must have a csea member login to access the form.)



October is Domestic Violence Awareness Month

Be on the look out for donation boxes located around campus. The Helping Hands Supply Drive is collecting travel sized supplies to make hygiene kits.

The following items are needed:

- Towels
- Hand Sanitizer
- Shampoo & Conditioner
- Disposable Razors & Shaving Cream
- Toothpaste
- Socks
- Compact Mirrors
- Toothbrushes
- Vaseline
- Mouthwash (alcohol free)
- Deoderant
- Non-Scented Lotion
- Tissues & Toilet Paper
- Mousse/Gel
- Nail Clippers
- Feminine Hygiene Products
- Combs/Brushes
- Baby Clothes (0-6 months)
- Children's Books



CONFERENCE UPDATE

Member Olivia Vaughn donates \$20,000 conference prize

(Source: csea.com)

The intensity was high as the prize for a brand new car, or the \$20,000 monetary equivalent, was raffled off during CSEA's 93rd Annual Conference, as the final, closing item of the event. All those in attendance were asked to turn on their phones, as Association First Vice President Shane Dishman and Association Second Vice President Adam Weinberger drew the winning ticket before Association Past President Allan D. Clark made the call.

"The phone rang and I thought it was my brother calling so I wasn't going to answer it," said Olivia Vaughn, Principal's Secretary of Victoriano

Elementary School and member of Val Verde Unified Chapter 567. "I was totally surprised. At that moment I knew that this was an answer to my prayers."

Of course, what came next was even more shocking--to those in attendance.

Vaughn decided to donate the entire prize in full on the spot, all \$20,000 worth. She allocated \$10,000 to the Dorothy Bjork Assistance Fund (commonly referred to as the Humanitarian Fund) and the remaining \$10,000 for future scholarships to fifth graders in her district so that they may set up college savings accounts.



"It was just one of those things where it was the right thing to do."

Association President Ben Valdepeña shared his reaction to Vaughn's generous contribution.

"Olivia is a shining example of what it means to truly give of yourself for the greater cause of CSEA and the community at large," he said. "The impact of this act of service will contribute positively to the lives of many people in the days, months, and years to come."

Of course, as the chair of CSEA's Scholarship Committee, giving runs deep for Vaughn. On her own, she began distributing scholarships six years ago, where money is given to chosen fifth graders for their college fund at the end of every year.

"Sometimes by handing them that check I've seen parents light up and say, 'This is the greatest thing you've done for my child,'" Vaughn said. "So that's important."

Last school year, five students from Victoriano Elementary received \$400 each. Vaughn said the fifth-grade teachers choose the winning criteria each year and last time they had their students write essays on their plans to go to college, without the children knowing why they were doing it. Nobody knows they win until the school's promotion ceremony.

(cont. next page)



Conference prize (cont.)

Vaughn shared her hopes to give scholarships at a greater scale, throughout the entire district.

“My goal is to eventually give every fifth grader in our district a scholarship with the thought that they will open a savings account for college” she said. “If I can place the thought in their mind that they can attend college, I believe they will.”

There are 12 elementary schools in the district, and they average 120 to 150 students at each site.

“So that’s a good goal, which I hope to achieve,” Vaughn said.

The opportunity to impact so many students’ lives in such a positive way is reason enough for her ongoing efforts.

“I told some of the delegates,” Vaughn said. “I just don’t ever really advertise it. They sometimes don’t even know where it (the scholarship) comes from. And I’m OK with that. That’s really key for me.”

After she won the \$20,000, Vaughn said, “Some people stopped me and said ‘I never in my life thought I would see something like that happen in front of my own eyes. I was surprised by that. For now, I am hoping more people will continue or begin supporting CSEA’s Humanitarian Fund, which I believe represents the heart of our members.’”



HISPANIC HERITAGE MONTH
SEPTEMBER 15 - OCTOBER 15

What does the term **LATINX** mean?

Latinx was formed as a word for those of Latin American descent who do not identify as being of the male or female gender or who simply don’t want to be identified by gender. More than likely, there was little consideration for how it was supposed to be pronounced when it was created. Nevertheless, people have attempted to assign some pronunciations to it. The most common way to pronounce Latinx is the same way you would Spanish-derived Latina or Latino but pronouncing the “x” as the name of the English letter X.

So you get something like \luh-TEE-neks\.

(Source: merriam-webster.com)

AROUND THE STATE

Area G Summit builds stronger, united team

by Shannon Carr, scarr@csea.com, 9/10/19

A recent summit held for Area G was so successful in building relationships among CSEA leaders that Association President Ben Valdepeña would like to see it as a starting point for other events.

“It is important that we continue to train our Regional Representatives, Area Directors and Field Directors on the importance of being a team this year,” he said. “Not only will doing so empower our leaders, but enable a more conducive, healthy collaborative environment among all those involved.”

The summit, spearheaded by Area G Director Ivan Pastrano, included a group of eight Regional Representatives, the Field Director, a staff member conducting the training and himself.

“I wanted to build a stronger, more united Area team and together have a more highly functional group of leaders,” Pastrano said of why he created the event, held June 28 and 29.



The summit included several ice breakers, team building exercises, and trainings with topics ranging from building trust to mastering conflict, achieving commitment and embracing accountability.

“All of these trainings lent themselves to our goal of being stronger together,” Pastrano said. “We’ve come to the realization that if you get to know each other on a more intimate level and truly respect each other and learn to call each other friends, as a result, you will be more willing to help each other and give your time and support. We win together or we sink together--all for one and one for all!”

Whether new to being a leader or not, there were benefits gained for all of those involved.

Tammy Shafer, who has been a Regional Representative for five years, said the event was incredibly valuable to her. She added it is just one example of how CSEA continually strives to equip its leaders with the best tools needed to succeed.

“I would encourage other RRs, old and new, to attend,” she said.

Isaac Trujillo, who was appointed Regional Representative just a month prior to the summit, said the event surpassed his expectations and educated him on the work he can expect moving forward.

“There was a lot to learn the two days of the summit,” he said.

Pastrano said the summit has since sparked some excitement with other Field Offices and Area Directors who are looking forward to holding their own in the future.

“Sometimes we forget that we are all volunteers just trying to do the best we can for our membership--it was nice to get to know each other in a deeper individual way and remember that we need to give each other support and encouragement!” Pastrano said. “I would love for this type of training to be institutionalized throughout CSEA and become a regular part of the training CSEA conducts for its Regional Reps, Field Directors and Area Directors.”



CAMPUS NEWS

Cerritos College Board of Trustees passes resolution following campus threat

by Miya Walker, 9/6/19

(Source: Cerritos College Press Release, Public Affairs)

Following a bomb threat incident at Cerritos College on Tuesday, September 3, the Board of Trustees took swift action at its September 4 meeting to [pass a resolution](#) to determine if more security measures are needed at the College.

The resolution acknowledged the brave actions of a student who alerted the instructor present in the classroom where the incident began. The instructor immediately called 911, which prompted campus police to issue a shelter in place warning to campus. The resolution also acknowledges the actions of the Cerritos College Police Department that detained the suspect without incident or harm. The resolution calls for an independent review of the College's safety mechanisms to determine if improvements are needed to boost its emergency response systems.

“Ensuring the safety of our students and staff is our most critical role as Trustees,” said Carmen Avalos, president of the Cerritos College Board of Trustees. “We are thankful that the Cerritos College Campus Police Department was able to contain the incident quickly. The resolution allows us to determine what additional safety features we may need to respond to emergencies or campus incidents.”



The Cerritos College Police Department identified the suspect* who was booked at the Los Angeles County Sheriff's Department. Authorities determined the suspect was not a Cerritos College student.

* Cerritos College Campus Police have identified the bomb threat suspect from Tuesday, September 3 as Mohammad Sameem Yaqubi, a 23 year old resident of Long Beach. Yaqubi was booked at the Los Angeles County Sheriff's Department, Intake Reception Center for making a Bomb Threat, Battery on a Police Officer, and Resisting a Police Officer. Yaqubi is not a Cerritos College student.

Chapter 161 Meetings

CHAPTER MEETINGS

are held on the 4th Wednesday of every month.
CHAPTER MEETINGS are located in BK111 at noon.

EXECUTIVE BOARD MEETINGS

are held on the 2nd Wednesday of every month.
E-BOARD MEETINGS are located in LC 51 at noon.



HISPANIC HERITAGE MONTH

SEPTEMBER 15 - OCTOBER 15

Are **HISPANIC** and **LATINO** the same thing?

Hispanic and Latino are often used interchangeably though they actually mean two different things.

Hispanic refers to people who speak Spanish and/or are descended from Spanish-speaking populations, while Latino refers to people who are from or descended from people from Latin America.

In today's United States, these terms are often thought of as racial categories and are often used to describe race, in the way that we also use white, Black, and Asian.

However, the populations they describe are actually composed of various racial groups, so using them as racial categories is inaccurate. They work more accurately as descriptors of ethnicity, but even that is a stretch given the diversity of peoples they represent.

(Source: hnmagazine.com)

SAVE THE DATE!

CSEA Chapter 161 Annual

**HOLIDAY
FIESTA**

Tuesday, December 10th, 11:30am - 1:00pm

Location TBA